

Equity and Social Justice General Requirements

In October 2010, the County adopted Ordinance 16948, establishing definitions and directing implementation steps to achieve the fair and just principle. Our fair and just ordinance requires that we intentionally consider equity and integrate it into our decisions and policies, our practices, and our methods for engaging all communities. King County is committed to serving all residents, regardless of race, culture or disability, by promoting fairness and opportunity, eliminating inequities and working to remove barriers that limit an individuals' or a community's ability to fulfill their full potential. In order to effectively operate and provide services within a culturally responsive framework, an agency shall intentionally consider equity and integrate it into its values and principles, decisions and policies. King County expects agencies to incorporate the following components:

- A. **Accessibility:** the agency evaluates and modifies (as warranted) the way in which it provides services, so that services are accessible (language, location, delivery style, facility environment, etc.) to populations whose modes of engagement are different than the majority population.
- B. **Commitment:** the agency conducts self-assessments, including obtaining input from culturally diverse populations (both client and non-client) and key stakeholders and uses this feedback in policy making, agency administration and service delivery. The agency also creates opportunities/ensures that its workforce engages in ongoing education regarding culturally and linguistically appropriate policies and practices.

For technical assistance in meeting this requirement, contact your contract monitor.